

February 10, 2011

William Clark
President
Association of Legal Professionals
c/o City Attorney's Office
200 E. Santa Clara Street
San Jose, CA 95113

RE: City's Response to ALP's Proposed Ground Rules

Dear Mr. Clark:

We are in receipt of your letter dated February 9, 2011, which enclosed ALP's proposed ground rules. While we do believe that ground rules can be helpful in guiding the negotiation process, they are not a requirement. Given the magnitude of the issues and the limited time we have to endeavor to reach an agreement, it is essential that we delve into the substance of these negotiations without any further delay.

During our first negotiation session held January 24, 2011, ALP requested that negotiation sessions be open to the public. With the common understanding that only the City and ALP negotiating teams will participate in negotiation sessions, beginning with our next scheduled negotiation session, all City/ALP negotiation sessions will be open to the public.

City/ALP Negotiation Session #3

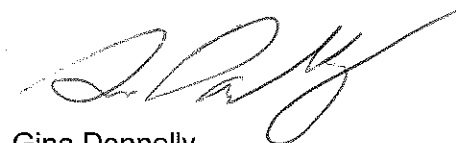
Date: Friday, February 11, 2011

Time: 3:00-4:00 PM

Location: City Hall Tower, Conference Room #1734

Please let us know if you have any questions.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations